

AGREEMENT

between
the

BLOOMINGDALE BOARD OF EDUCATION

and the

BLOOMINGDALE TEACHERS' ASSOCIATION

1994 - 1997

Bloomington Board of Education
Captolene Avenue
Bloomington, New Jersey 07403

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AGREEMENT

This agreement entered into this 12th day of May 1994, by and between the Board of Education of the Borough of Bloomingdale in the County of Passaic, State of New Jersey, hereinafter called the "Board" and the Bloomingdale Teachers' Association, hereinafter called the "Association."

I. RECOGNITION

The Board hereby recognizes the Bloomingdale Teachers' Association as the exclusive bargaining representative, as defined in Chapter 123, P.L. of 1979, for all certified teaching personnel under contract, but excluding supervisory and executive personnel, office, clerical and maintenance and operation employees. (Refer to IV. D)

- A. The term "teacher" when used hereinafter in this Agreement shall refer to all employees represented by the name of the employee organization in the negotiating unit as above defined.
- B. The term "board" shall include its members and designated agents.

II. NEGOTIATION AGREEMENT

- A. All parties agree to enter into collective negotiation over a successor agreement no later than October 15th of the calendar year preceding the calendar year in which this agreement expires.
- B. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

III. GRIEVANCE PROCEDURE

A. Definitions

- 1. "A grievance is a claim by a teacher or representatives of teachers based upon the interpretation, application or violation of this agreement, policies or administrative decisions affecting the terms and conditions of employment of a teacher or a group of teachers."
- 2. An "aggrieved person" is the person or persons making the claim.

3. A "party of interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim, including the Board of Education.
4. The term "grievance" shall not apply to any matter in which the Board of Education is prohibited by specific statute or case law to act, or a complaint of a non-tenured teacher which arises by reason of his/her not being reemployed.
5. The term "days" as defined under this article shall be school teaching days.

B. Purpose

The purpose of this procedure is to resolve grievances at the lowest possible level.

Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. Any teacher having a grievance may discuss the matter informally with any appropriate member of the administration and have the grievance resolved with or without intervention of the Association provided the solution is not inconsistent with the terms of this agreement and state statutes.

C. Procedure

1. Step One

The aggrieved person presents the grievance in writing, directly or through his/her Association Representative to his building principal. An interview is arranged within two days; a decision in writing is given by the principal within five days after the interview. If the matter is settled or explained to the aggrieved person's satisfaction, the matter is resolved.

2. Step Two

If the decision made at the first step does not satisfy the aggrieved person, the Association Representative and the aggrieved person has five days to file an appeal with the superintendent. The superintendent or his designee shall arrange another interview with the aggrieved person, within two days. Within five days following the interview the superintendent shall give his written decision to the aggrieved person and the Association Representative.

2. Step Three

If the aggrieved person is still not satisfied, he/she may within five days of the superintendent's decision, make a written request to the Board through the Association for a review of the decision. The Board or its designated committee shall set a hearing date to be held within twenty-one days after receipt of aggrieved person's request. Within ten days after the next scheduled board meeting, the Board will notify the aggrieved person and the Association of its decision in writing.

3. Step Four

If the aggrieved person is not satisfied with the Board's decision and the grievance shall involve an alleged violation of a specific article and section of this agreement, he/she may ask the Association to notify the Board in writing within fifteen days of his desire to submit the grievance to an arbitrator subject to the following conditions:

- a. The arbitrator shall be mutually agreed upon. If no agreement is reached on the selection of an arbitrator after ten days, an arbitrator shall be selected by P.E.R.C.
- b. The decision of the arbitrator shall be final and binding on both parties.
- c. The costs of arbitration, including— the arbitrator's fees but excluding the attorney fees, shall be divided equally between both parties.
- d. An aggrieved person shall not have the right to refuse to follow an administrative directive or a Board policy on the grounds that he has instituted a grievance. The party of interest is required to continue under the direction of the superintendent and administrators, regardless of the pendency of any grievance, until such grievance is properly determined.
- e. No grievance shall be considered under the grievance procedure outlined herein unless it is presented for consideration within 30 days from the date of its known occurrence or unless good and sufficient reason is given for not presenting the grievance within this period. In no case shall a grievance be

initiated beyond (4) four calendar months of its occurrence.

- f. Documents dealing with the process of grievance shall be filed separately from the personnel file of the participants.
- g. To insure prompt resolution of grievances, all time limits are considered maximum but may be extended by mutual agreement.

IV. BLOOMINGDALE TEACHERS' SALARY GUIDE 1994-1997

- A. See attached Salary Guides.
- B. Salaries shall be paid in twenty semi-monthly payments for ten months or, at the teachers option, twenty semi-monthly payments plus one payment on July 15 and one payment on August 15. The July and August payments shall take effect with the 1994-95 school year.
- C. Teachers who complete five months and one day of consecutive teaching during one regular school year shall receive credit for an additional salary guide step on the next year's Bloomingdale Board of Education Teachers' Salary Guide.
- D. A commensurate reduction of benefits will be given for less than full-time but more than 20 hours to new part-time employees. Existing part-time employees will remain status quo.
- E. Those persons who are less than full-time shall be pro-rated on their appropriate step of the salary guide in the same proportion of salary as days employed.

Example: 4 full days of work per week - 4/5ths of step
3 full days of work per week - 3/5ths of step

V. HOME INSTRUCTION

The rate for home instruction shall be \$17.00 per hour.

VI. ACTIVITIES' GUIDE

Application for all of the following positions will be made annually after posting in the spring. Compensation shall be at the designated rate (%) of the first step in the salary guide.

Intramurals (6\$)
Instrumental Band (5\$)
Yearbook (5\$)
Curriculum Consultants - 4 (2.5\$)
District Affirmative Action Officer (2.5\$)
Newspaper (2.5\$)
Student Council (1.25\$)
Teacher in Charge - 2 (1.25\$)

The following positions will also be posted in the spring with compensation on a flat rate.

Washington Trip Chaperon (\$100/day)
Washington Trip Leader (\$125/day)

VII. HEALTH AND INSURANCE PROTECTION

A. Medical/Health Plan

Teachers hired after June 30, 1994 will be covered at the single rate only until they achieve tenure. The Board shall provide the full single rate coverage and one hundred percent (100%) of the cost of the family coverage to all teachers enrolled in the New Jersey Public and School Employee Health Benefits Plan.

Effective July 1, 1995, if the cost of health benefits increases 15% or more, the teachers will contribute to the increased cost by up to one-half of one percent (0.5%) of the salary increase for the 1995/96 or 1996/97 school year.

B. Dental Plan

The Board shall provide single, two party or 100% of the family contract coverage to all eligible teachers.

The Board agrees to provide a dental plan which includes the following elements:

- | | |
|------------------------------|--------------|
| 1. Preventive and Diagnostic | 100% |
| 2. Basic Services | 80/20 co-pay |
| 3. Prosthodontic Benefits | 50/50 co-pay |

The maximum amount payable for the above services shall be \$1,000 per calendar year.

The cost of this insurance to the board will be capped as of September 1, 1991. Any cost assessed to a BTA member will be deducted in pre-tax dollars.

C. Prescription Drug Plan

The Board shall provide a full family coverage prescription plan with a co-payment of \$5.00 for each generic prescription filled, a co-payment of \$10.00 for each brand name prescription filled or a co-payment of \$5.00 for each mail order prescription filled.

D. Change in Insurance Carriers

It is understood that the Board reserves the right to change carriers provided that the new carrier provides equal or improved benefits than those in existence.

E. Benefits for Part-time Employees

Part-time employees hired after September 1, 1984 shall receive sick and personal days on a pro-rated basis. Persons working more than twenty hours shall receive full medical coverage. Those working less than twenty hours shall not receive medical benefits.

F. Notes

The board agrees to distribute information regarding enrollment dates and supplementary information as may be available to staff members once per year.

Certified retired teachers will be given the option of continuing the medical coverage provided by the board, provided they pay the costs of such coverage.

VIII. RETIREMENT ALLOWANCE

Upon retirement, all teachers who have at least ten (10) or more years of continuous employment, in Bloomington, shall be reimbursed for 50% of their accrued sick leave. Said payment shall be based on the teacher's salary at the time of retirement, but shall not exceed \$20,000.

Deferred certified retirement of up to two (2) years shall receive the benefits of this article, payment to be made upon the payment of the first check from the pension fund.

Payment of the above amount shall be no sooner than July 15th of the first payday in the first fiscal year following the employee's announced retirement and no later than one month from this day unless the employee requests a deferred payment.

The payout at the time of resignation shall be made in such a manner that no more than the above stipulated cap on sick time be paid out in one fiscal year, however the

payout of all benefite, including retirement, will be made at the retirement cap until all board obligations are met.

Adequate notice of retirement shall be required. This notice shall be defined as April 1 of the retiring year. If less notice has been given, payment need not be made until one year later than otherwise specified. Retirement shall be defined as in the Teachers' Pension and Annuity Fund.

IX. SICK LEAVE

All teachers employed by the Bloomingdale Board of Education shall be entitled to ten (10) days sick leave each school year. Unused sick leave days shall be accumulated from year to year. Teachers must present to the administration a doctor's certificate verifying the illness after five (5) consecutive days' absence if requested by the Superintendent or his designee.

X. TEMPORARY LEAVES OF ABSENCE

Teachers shall be entitled to the following temporary leaves of absence with full pay:

A. Death in the immediate family

An allowance of three consecutive school days' leave shall be granted at any one time to attend the funeral of a member of the immediate family. Immediate family shall be interpreted as mother, father, mother-in-law, father-in-law, spouse, child, brother, sister, grandmother, grandfather, grandchild, brother or sister-in-law or any relative of the same household as the employee.

B. Personal Business

An allowance of up to three days' leave shall be granted for the following reasons:

- Illness in the Family
- Legal Obligation
- Family Obligation
- Association matter unable to be handled during off periods
- Home emergency
- Death of a close friend or distant family member
- Religious Holiday

Teachers may not use personal days: (1) on any work day immediately preceding a legal holiday or (2) during the last two scheduled weeks of school.

However, this provision may be waived in cases of emergency as approved by the Board or its designee.

While no other explanation for use of personal days shall be necessary, the parties recognize the authority of the Superintendent to rectify inappropriate actions regarding use as he/she may deem necessary.

Except in cases of extreme emergency, all requests for leave shall be in writing to the Superintendent or his/her delegated agent prior to the date requested.

Unused personal days may accrue as sick days. At his/her election, each teacher may accumulate a maximum of three (3) personal days for use in the immediately succeeding school year. Personal days unused in the 1993/94 school year may be carried into the 1994/95 school year. However, the number of available personal days may never exceed six (6) in total in any school year.

C. Visitation to Other Schools

An allowance of up to two days' leave shall be granted for administration approved visitation to other schools. A follow-up report shall be filed with the building principal within one week following such visitation. The number of teachers allowed to leave at any one time will be within the discretion of the administration. Furthermore, at his/her discretion, the Superintendent may grant additional visitation leave.

XI. EXTENDED LEAVES OF ABSENCE

A. Maternity/Adoption Leave

1. No tenured teacher shall be removed from her regular teaching duties during her pregnancy, nor shall any non-tenured teacher be removed from her regular teaching duties during those months of her pregnancy which occur during a school year for which she has signed a contract for employment with the Board, except as indicated in Section 2.
2. The Board may remove any pregnant teacher from her teaching duties on any one of these bases:
 - a. Her teaching performance has substantially declined from the time immediately prior to her pregnancy.
 - b. If the basis for removal from duties is the physical condition or capacity of the teacher:

- (1) The pregnant teacher fails to produce a certification from her physician that she is medically able to continue teaching, or
- (2) the Board of Education's physician and the teacher's physician agree that she cannot continue teaching, or
- (3) following any difference of medical opinion between the Board's physician and the teacher's physician, the Board requests expert consultation in which case the Passaic County Medical Society shall appoint an impartial third physician who shall examine the teacher and whose medical opinion shall be conclusive and binding on the issue of medical capacity to continue teaching. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the teacher and the Board.

c. Any other just cause as defined in N.J.S.A. Title 18.

3. All tenured or non-tenured pregnant or adopting teachers may apply to the Board for a leave of absence without pay and shall be granted that leave at any time requested before the expected date of birth and continuing to a reasonable requested date after the arrival of a natural or adopted child. Following the grant of such leave to any teacher, the date of return of that teacher shall be further extended in the discretion of the Board of Education for an additional reasonable period of time at the teacher's request for reasons associated with the pregnancy or birth or for other proper cause. However, the Board of Education need not grant or extend the leave of absence of any non-tenured teacher beyond the end of the contract school year in which that leave is obtained.
4. No tenured or non-tenured teacher shall be barred from returning to work after the birth of her child solely on the grounds that there has not been a lapse of time between the birth and her desired date of return or that a new school year has not begun except as is provided in the preceding paragraph. Nothing contained in this paragraph shall be construed to preclude the Board from requiring any teacher after the birth of her child to produce a certificate from her physician showing that she is physically capable of resuming her duties, provided that if the Board's physician

is in disagreement that conflict of medical opinion shall be resolved in the same manner as is set out in paragraph 2b (3).

5. A pregnant employee may apply for a leave of absence based upon a claim of disability, in which instance such leave shall be chargeable to the sick leave account of said employee.
6. A pregnant employee may apply for a leave of absence not based upon a claim of disability, in which instance, said leave of absence shall be without pay and shall not be charged against sick leave of said employee.
7. All extensions or renewals of such leave shall be applied for in writing to the Superintendent subject to the approval of the Board.

B. Sabbatical Leave

1. Purpose

A sabbatical may be granted to a teacher by the Board for study in their field, study in another area of specialization or for other exceptional reason of value to the school system. The full and final determination as to the degree of value of a sabbatical and the granting thereof shall rest with the Board.

2. Conditions

Sabbatical leave shall be granted subject to the -- -- following:

- a. Requests for sabbatical leave must be received by the Superintendent in writing no later than January 1 of the year preceding the school year for which the sabbatical leave is requested. The Superintendent shall examine the application and make his recommendation promptly to the Board. The Board shall take action on each application by March 1 or as soon thereafter as circumstances may allow.
- b. To qualify for a sabbatical leave, a teacher must have completed at least five full years of service in the Bloomingdale School District at the time of application.
- c. To qualify for a sabbatical leave, a teacher must agree in writing to complete two additional years of service in the Bloomingdale School District immediately following the sabbatical.

- d. A sabbatical may be granted for either one-half of a school year or for a full school year. Teachers granted sabbaticals shall be paid by the Board at fifty percent of the salary rate which he/she would have received had he remained on active duty, excluding educational assistance and sick leave. Health insurance will be paid by the Board.
- e. If there are sufficient qualified applicants, sabbatical leaves shall be granted to a minimum of two percent (2%) of teaching staff at any one time.
- f. Upon return from sabbatical, the teacher shall submit a report to the Board within thirty (30) days after his/her return to active employment.

C. Military - Without Deduction

Military leave related to annual active duty training shall be granted on an individual basis in accordance with existing New Jersey statutes. Teachers who are members of the Reserves or National Guard shall request his or her superior officer to allow him or her to fulfill his/her military requirements during the summer vacation.

D. Illness in Family

1. A leave of absence without pay for up to one (1) calendar year shall be granted for the purpose of caring for a sick member of a teacher's immediate family or a family member resident in the teacher's home, upon presentation of a physician's letter stating need.
2. Additional leave may be granted upon review and approval of the Board. Upon return from an extended leave of absence, the teacher shall be reinstated in his/her same position or a similar position for which he/she is certified.
3. The Board is under no compulsion to continue the employment of a non-tenured employee beyond the contractual period so long as the non-renewal of employment is not based solely upon the unpaid extended leave of absence.

E. Disability Leave (including Maternity-related Leave)

1. Any teacher who experiences a disability arising out of, but not limited to surgery, hospital confinement, medical treatment, pregnancy, childbirth, miscarriage and/or recovery shall apply for

and receive disability leave upon presentation of documentation from a medical doctor.

2. Disability leave shall be charged to accumulated sick leave, if any, of said teacher. If the accumulated sick leave is or has been exhausted, the disability leave shall be without pay, but with full insurance coverage as provided to all employed teachers under this agreement. However, notwithstanding any other paragraph in this section, insurance coverage provided at Board expense shall not exceed one year.
3. If the teacher's absence shall be the result of a personal injury caused by an accident or unprovoked assault arising out of and in the course of his/her employment, such teacher shall be allowed disability leave with full pay for up to one (1) calendar year. Such leave shall not be charged to sick leave. In accordance with NJSA 18A:30-2.1, any amount of salary or wages paid or payable to the teacher under this sub-section shall be reduced by the amount of any Workman's Compensation award made to the teacher under this sub-section for temporary disability pursuant to Title 34 of the N.J. Statutes.
4. The Board shall grant a disability leave for a period of up to (1) calendar year. The Board shall have discretionary power to grant an extension or reduction of the disability leave for a reasonable period of time, as requested. (See NJSA 18A:30-1 et seq., specifically 18A:30-7).
5. A teacher who desires to continue in the performance of his/her duties during a period expected to lead to a disability shall be permitted to do so provided the teacher produces a statement from his physician, certified in writing to the Board not more than once per month, and confirmed by the School Medical Inspector, stating that the teacher is physically capable of continuing to perform his/her duties and stating up to what date, in the opinion of the physician, the teacher is capable of performing his/her duties.

F. Other

Employees may be granted leave without pay upon submitting request in writing to the Superintendent, specifying reason and duration of request and subject to the final approval of the Board.

XII. EDUCATIONAL ASSISTANCE PLAN

A. The Board will reimburse an eligible employee for the full cost of books, tuition and/or laboratory fees upon completion of approved courses with passing grades. Books may be returned to the Board of Education for use in the teachers' professional library.

- 1. Reimbursement will be limited to a maximum one thousand (\$1,000.00)**
- 2. The cost of supplies, transportation, registration fees, matriculation fees, etc., are not included in the plan and, therefore, will not be paid by the Board.**

B. To be eligible for assistance under this plan, an employee must qualify as follows:

- 1. For assistance requested for the period July 1 to August 31, the employee must actively be employed on the payroll for sixty days after the opening of the Bloomingdale Schools in September.**

For assistance requested for the period September 1 to June 30, the employee must be on the active payroll during the entire period for which assistance is requested.

- 2. Pursue an educational objective and courses leading to it that are:**
 - a. Related to the employee's position in the school system or preparatory to a position to which he/she may aspire in the future with the Bloomingdale School System.**
 - b. Offered at an accredited college or university.**
 - c. All courses other than certification or degree programs shall be subject to approval of the board and shall exclude correspondence, television courses, weekend courses where classroom or project hours are not comparable to a traditional program and courses irrelevant to the teacher's field and this approval shall not be preceded by past practice, but shall include workshops and non-credit courses as per note in the miscellaneous section (IX.A, XXI.G).**

C. Holders of provisional or emergency certificates shall receive reimbursement only for courses which earn

credits in addition to the initial four credits required to keep their present certificates valid.

- D. Part-time employees shall receive the full tuition benefit.

XIII. DEDUCTION FROM SALARY

- A. The Board agrees to deduct from the salaries of its employees, dues for the Bloomington Teachers' Association, the Passaic County Teachers' Association, the New Jersey Education Association, the National Education Association and a payroll savings plan or tax shelter annuity program as said employees individually and voluntarily authorize the Board to deduct.

XIV. RIGHTS AND PRIVILEGES

A. Association Rights and Privileges

1. The Association shall be permitted the reasonable use of school facilities with the approval of the administration and according to the community use of school regulations.
2. Bulletin board space in the school central offices shall be available for Association notices with the approval of the administration.
3. The Association may place notices in the faculty mailboxes with the approval of the administration.

B. Teachers' Rights and Privileges

1. A teacher shall have the right upon request to review the contents of his/her personnel file and to receive copies at Board expense of any documents contained therein. A teacher shall be entitled to have a representative of the Association accompany him/her during such review. Teachers may make written comment concerning content of their files. This written comment will be part of the file.

XV. TEACHING HOURS

- A. As professionals, teachers are expected to devote to their assignments, the time necessary to meet their responsibilities, but they shall not be required to "clock in or out" by hours and minutes. Teachers shall indicate their presence for and leaving of duty

faculty "sign in and sign out" register.

- B. The total in-school workdays shall consist of not more than six hours and fifty-five minutes in the 1994-95 school year, and seven hours subsequent years which shall include a duty-free lunch period during any regularly scheduled student lunch period. In the event that an aide is absent, unavailable or late for his/her assigned duties, it will be the responsibility of the teacher to supervise the class. However, for any prolonged absence of a period exceeding one week the Board will make every reasonable effort to obtain a replacement.
- C. No teacher shall be required to report for work earlier than fifteen minutes before the opening of the pupil's day and shall be permitted to leave ten minutes after the close of the pupil's school day with the exception of faculty meetings, curriculum and instructional workshops, emergency situations and programs involving the school and community, to the extent of past practice.
- D. All middle school teachers shall have 30 consecutive minutes for a duty-free lunch. All elementary teachers, with the exception of the kindergarten teacher, shall have 40 consecutive minutes of duty-free lunch. The kindergarten teachers shall remain status quo.
- E. Beginning in the year 1987-88, each elementary teacher shall receive a guaranteed preparation period of thirty (30) minutes per day and one hundred and seventy (170) minutes per week.
- F. When a teacher is absent and no substitute is provided, a payment shall be made as follows:
 - a. Middle School - \$15/period of coverage,
 - b. Elementary School -
 - 1. \$15/prep. period missed when a specialist is absent,
 - 2. \$90./day to be divided equally among the receiving teachers when a regular classroom teacher is absent and a class is divided and placed in other classrooms.

Note: Volunteers will be used where deemed appropriate. Assigned person will be required to work the duty.

Ray Spadaro

James Whritenour

BTA CONTRACT Raymond Bossard

3/9/95

3/9/95

3/27/95

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XVI. TEACHER EVALUATION

- A. Teachers shall be evaluated only by persons certified by the New Jersey State Board of Examiners to supervise instruction.**
- B. All monitoring or observation of the work performance of a teacher shall be conducted openly.**
- C. The teaching staff member shall be given a copy of the written evaluation of his/her performance which shall include:**
 - 1. Performance areas of strength, including but not limited to those evidenced during the observation period.**
 - 2. Performance areas needing improvement, including but not limited to those evidenced during the observation period.**
 - 3. Suggestions for improvement.**
- D. The evaluation shall be signed by both the evaluator and the teaching staff member. The teaching staff member's signature shall not be interpreted as an assent to the contents signed.**
- E. All teachers shall have an opportunity to have a conference within 10 school days after receipt of said evaluation.**

XVII. PROFESSIONAL OPENINGS

- A. The Superintendent of Schools shall have posted in all schools a list of professional position vacancies which occur under this agreement.**

XVIII. MILEAGE REIMBURSEMENT

- A. The Board agrees to provide mileage reimbursement in the amount of the I.R.S. printed allowance per mile for those staff personnel who must travel from school to school in the performance of their duties.**
- B. Teachers assigned to more than one school shall have in their schedules a reasonable amount of time to travel between buildings.**

XIX. BACK-TO-SCHOOL NIGHT

- A. That a Back-to-School Night be held annually in late September or early October in each school to explain the educational objectives of each class to parents and guardians.
1. It is agreed that forty-five minutes for grades K-5 (30 minute lecture and 15 minute question and answer period at the discretion of the teacher in the K-5 category) and seventy-five minutes for grades 6, 7, and 8 following the first PTA meeting of the school year be designated for the Back-to-School Night.
 2. Kindergarten shall be excluded from Back-to-School Night if Parent/Guardian Tea is held.

XX. PARENT-TEACHER CONFERENCES

- A. Conferences shall be held twice a year for three days each. In the K-5 grades these conferences shall be held during two evenings and one daytime. In the middle school the conferences shall be held on one evening and two daytimes. If the staff of any school opts to hold daytime and evening conferences on the same day, the resulting "free" day shall be a half day for the staff.

XXI. MISCELLANEOUS PROVISIONS

- A. Copies of this agreement shall be provided at the expense of the Board and shall be available to staff members with the issuance of the next year's contract, if practicable and shall include a table of contents.
- B. The Board agrees to use central registers for attendance purposes.
- C. There will be an early dismissal of all schools on Thanksgiving Eve and on the last day school is open before the Christmas recess.
- D. Whenever the Board feels there is space reasonably available, children of non-resident teachers may be enrolled in the Bloomingdale School System at a cost not to exceed the net cost of supplies.
- E. Teachers shall not be required to attend activities, conferences, or meeting on days when they are not scheduled to teach.

The exception to this rule shall be a part-time music teacher's attendance at graduation which when it is

required by the Board shall be paid at the rate of \$30.00 when on a non-teaching day.

- F. A minimum of four thousand dollars shall be provided for teacher workshops every year. Said money shall be used to pay for tuition and reasonable expenses incurred by teachers attending approved workshop. The maximum amount to be paid for any workshop shall be \$150/teacher/workshop.
- G. Teachers should make their own duplicating materials for the classroom except in unusual circumstances.
- H. Effective September 1, 1994 the Superintendent shall prepare a Board approved Staff Attendance Incentive Program, to be administered by itself or as part of another more comprehensive Staff Incentive Program.

XXII. SEPARABILITY

If any provision, or part of any provision, or this Agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

XXIII. DURATION

This agreement shall be effective as of July 1, 1994 and shall continue in effect until June 30, 1997.

IN WITNESS WHEREOF, the Association has caused this agreement to be signed by its Co-Presidents and the Secretary and the Board has caused this agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon, all on the day and year first above written.

ASSOCIATION

by [Signature]
Co-President

by James Whitestone
Co-President

by [Signature]
Secretary

BOARD OF EDUCATION

by [Signature]
President

by [Signature] 5/12/94
Secretary

SALARY GUIDE

EFFECTIVE 07/01/94 THROUGH 06/30/95

94-95 STEP	8A	8+15	8+30	9A	9+15	9+30	9+45	9+60
1	28083	29206	29936	31144	31902	32710	33194	33699
2	28583	29726	30469	31698	32470	33289	33769	34299
3	29201	30492	31214	32473	33283	34113	34610	35137
4	30010	31219	32000	33290	34101	34971	35492	36022
5	30852	32086	32869	34219	35040	35943	36460	37023
6	31845	33119	33947	35317	36176	37100	37641	38219
7	33060	34391	35250	36672	37569	38524	39090	39682
8	34600	35993	36890	38370	39312	40318	40904	41527
9	36557	38019	38970	40442	41529	42689	43310	43960
10	39044	40606	41621	43300	44554	45896	46550	47253
11	42220	43917	45015	46831	47971	49200	49914	50674
12	47542	49443	50679	52724	54007	55386	56194	57050

LONGEVITY:

For teachers hired prior to September 1, 1993 the following longevity schedule shall apply:

An additional 4% of salary after fifteen (15) years of teaching in Bloomington.

An additional 6% of salary after twenty (20) years of teaching in Bloomington.

An Additional 8% of salary after twenty-four (24) years of teaching in Bloomington.

For all new teachers hired on or after September 1, 1993 the following longevity schedule shall apply:

\$300 after twelve (12) years of teaching in Bloomington.

\$600 after fifteen (15) years of teaching in Bloomington.

An additional \$200 after twenty (20) years of teaching in Bloomington for a total of \$800 per year.

An additional \$200 after twenty-five (25) years of teaching in Bloomington for a total of \$1,000 per year.

SALARY GUIDE

EFFECTIVE 07/01/95 THROUGH 06/30/96

95-96 STEP	BA	B+15	B+30	MA	M+15	M+30	M+45	M+60
1	29103	30303	31122	32370	33100	34013	34909	35034
2	29635	30863	31688	32932	33734	34695	35100	35634
3	30103	31403	32100	33407	34302	35170	35691	36234
4	30936	32194	32999	34330	35165	36063	36869	37147
5	31016	33000	33915	35203	36143	37068	37606	38179
6	32640	34151	35007	36429	37306	38258	38617	39406
7	34100	36464	36361	37617	38730	39727	40307	41020
8	35606	37113	38341	39576	40539	41574	42181	42823
9	37600	39206	40107	41600	42626	43610	44560	45238
10	40263	41873	42920	44652	45739	46906	47591	48315
11	43547	45260	46421	48203	49469	50732	51472	52284
12	49501	51401	52768	54697	56234	57689	58911	59402

LONGEVITY:

For teachers hired prior to September 1, 1993 the following longevity schedule shall apply:

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An additional 6% of salary after twenty (20) years of teaching in Bloomingdale.

An Additional 8% of salary after twenty-four (24) years of teaching in Bloomingdale. — — — — —

For all new teachers hired on or after September 1, 1993 the following longevity schedule shall apply:

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SALARY GUIDE

EFFECTIVE 07/01/96 THROUGH 06/30/97

96-07 STEP	8A	8+18	8+33	MA	M+19	10.8 M+30	10.2 M+49	26.0 M+60
1	30430	31692	32443	33792	34974	36456	38674	36022
2	30935	32172	32976	34307	35142	36039	36568	37122
3	31430	32692	33509	34861	36710	36621	37186	37722
4	31935	33212	34042	35416	36270	37204	37747	38322
5	32022	34135	34660	36480	37206	38230	36790	36380
6	33070	35234	36114	37571	36486	39460	40046	40654
7	30179	36806	37801	39013	39963	40903	41502	42218
8	30019	38207	39204	40027	41021	42000	43518	44170
9	36601	40446	41106	43130	44100	45300	46909	46669
10	41536	43100	44270	46064	47105	48390	49696	49014
11	46549	49411	49422	51623	52660	54230	56021	55889
12	51562	53625	54669	57102	58575	60070	60946	61075

LONGEVITY:

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